

# CONTRACT OF AGREEMENT

Camden Board of Education

and

Camden City Federation of

School Administrators

JULY 1, 2002 – JUNE 30, 2006

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## AGREEMENT

THIS AGREEMENT is entered into this 18<sup>th</sup> day of June, 2003 by and between the Board of Education of the City of Camden, New Jersey, hereinafter called the "Board", and the Camden City Federation of School Administrators, Local 39, hereinafter called the "Federation."

### ARTICLE I

#### RECOGNITION

A. Pursuant to the New Jersey Employer-Employee Relations Act, the Board of Education of the Camden Public Schools, Camden, New Jersey, recognizes the Federation as the exclusive representative of all personnel designated as principal; director; supervisor; vice principal; educational program supervisor specialist (12month); operations specialist (food services); nurse practitioner; athletic director; chief attendance officer; chief of security; technology systems specialist; technology systems specialist for special services; project manager; operations officer; supervisor of plant services; director of buildings and grounds; director of abbott facilities construction; district architect; network engineer; network specialist; and technician manager.

B. Unless otherwise indicated, the term "Administrator" when used hereinafter in the Agreement shall refer to all professional employees represented by the Federation in the negotiating unit as above-defined.

### ARTICLE II

#### NEGOTIATIONS PROCEDURE

A. Upon reasonable written request by the Federation, the Board agrees to advise the Federation in writing of the place and manner of obtaining information or documentation, pertinent to negotiations, which the Board is by law required to release.

B. The parties hereto agree to commence collective negotiations no later than December 1<sup>st</sup> of the calendar year preceding the calendar year of this Agreement's expiration. The parties' respective negotiation representative shall not be subject to selection, control or review by the other party.

C. This Agreement shall not be modified in whole or in part except by an instrument in writing duly executed by both parties.

ARTICLE III  
GRIEVANCE PROCEDURE

A. Definition

A "Grievance" shall mean a complaint by an Administrator or the Federation that there has been to him/her a personal loss, injury or inconvenience because of a violation, misinterpretation or misapplication of this Agreement. A grievance to be considered under this procedure must be initiated in writing by the Administrator or Federation within thirty (30) calendar days from the time when the Administrator or the Federation knew or should have known of its occurrence.

B. Procedure

1. (a) Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant or the Federation to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

(b) It is understood that grievant shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

2. Any complainant who has a grievance shall discuss it first with his/her immediate superior, in an attempt to resolve the matter informally at that level.

3. If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) school days, he/she may initiate a grievance in writing to the immediate superior, specifying:

- (a) The nature of the grievance;
- (b) The nature and extent of the injury, loss or inconvenience;
- (c) The results of the previous discussions;
- (d) His/her dissatisfaction with decisions previously rendered

The immediate superior shall communicate his/her decision to the grievant in writing within five (5) school days of receipt of the written grievance.

4. The Administrator, no later than five (5) school days after receipt of the immediate superior's decision, may appeal the immediate supervisor's decision to the Superintendent. The appeal to the Superintendent must be made in writing, reciting the matter submitted to the immediate superior as specified above and his/her dissatisfaction with decisions previously rendered. The Superintendent shall attempt to resolve the matter as quickly as possible, but within a period not to exceed the (10) work days. The Superintendent shall communicate his/her decision in writing to the grievant and to the Federation.

5. If the grievance is not resolved to the grievant's or Federation's satisfaction, he/she, no later than five (5) school days after receipt of the Superintendent's decision, may request a review and/or a hearing by the Board of Education. The request shall be in writing and sent to the President of the Board of Education with carbon copies to the Superintendent and the Board Secretary. The Board, or a committee thereof, shall review the grievance

and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing and forward copies thereof to the grievant and to the Federation within forty-five (45) calendar days of receipt of the appeal. The referred-to hearing, if granted, shall be held within a reasonably expeditious time after receipt of the appeal notice. The Board of Education shall not be required to give reasons for its decision. If the Board makes the decision not to hold a hearing, the grievant and the Federation shall be notified of this decision not later than thirty (30) calendar days after receipt of the appeal. Decision of the Superintendent in the following matter shall be final and such decisions shall not be subject to appeal to the Board:

- (a) Any matter for which a method of review is prescribed by law; or
- (b) any rule or regulation of the State Commissioner of Education; or
- (c) a complaint of a non-tenured Administrator which arises by reason of his/her not being reemployed.

6. If the decision of the Board does not resolve the grievance to the satisfaction of the Federation and the Federation wishes review by a third party, it shall notify the Board through the Superintendent within ten (10) school days of receipt of the Board's decision.

7. (a) The following procedure will be used to secure the services of an arbitrator: The parties have agreed to utilize a permanent panel of arbitrators to consist of Daniel Brent, James Mastriani and Jeffrey Tener. Either party shall submit a demand for arbitration to the next arbitrator on the above panel, in rotation. If the arbitrator is unable to serve, then the next arbitrator in rotation shall be designated to hear and decide the matter. The other party shall be copied on the demand for arbitration.

(b) The Arbitrator shall limit himself to the issues submitted to him and shall consider nothing else. He can add nothing to, nor subtract anything from the Agreement between the parties and the policy of the Board of Education. The recommendations of the Arbitrator shall be binding on the parties. Only the Board of Education and the aggrieved and his/her representatives shall be given copies of the Arbitrator's report of findings and recommendations. This shall be accomplished within thirty (30) days of completion of the Arbitrator's findings.

8. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process.

9. In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year and, if left unresolved until the beginning of the following school year could result in irreparable harm to the grievant, the time limit set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter.

C. Rights of Administrators to Representation

1. Any aggrieved person may be represented at all stages of the grievance procedure by himself/herself or, at his/her option, by a representative selected or approved by the Federation.

2. When an Administrator is not represented by the Federation in the processing of a grievance [to the Superintendent or any lower level], the Federation shall be notified within five (5) working days of the submission that the grievance is in process and that the Federation has the right to be present and presents its position in writing at all hearing sessions held concerning the grievance and shall receive a copy of all decisions rendered.

3. The Board and the Federation shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his/her appeal with respect to his/her personal grievances.

D. 1. If, in the judgment of the Federation, a grievance affects any group or number of classes or employees in more than one building, the Federation may submit such grievance in writing directly to the Superintendent and the processing of such grievance shall commence at that level. The Federation shall have the exclusive right to pursue such grievances.

2. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file.

3. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Federation and the Board and given appropriate distribution so as to facilitate operations of the grievance procedure.

E. Salary Appeals

1. A grievance involving a question of salary shall be initiated by filing a duplicate statement of grievance with the Superintendent and the Board Secretary for ruling, and right to appeal to the Board or Committee thereof, and may thereafter proceed under Section B.6. and B.7. of this Article.

F. Costs

1. Each party will bear the total cost incurred by them.

2. The fees and expenses of the Arbitrator are the only costs which will be shared by the two parties and such costs will be shared equally.

#### ARTICLE IV

#### ADMINISTRATORS' RIGHTS

A. Pursuant to Chapter 303, Public Laws of 1968, the Board hereby agrees that every member of the Federation shall have the right freely to organize, join and support the Federation and its affiliates.

B. Nothing contained herein shall be construed to deny or restrict to any Administrator such rights as he/she may have under New Jersey School Laws or other applicable laws and regulations.

C. Whenever any Administrator is required to appear before the Superintendent or his/her designees, Board or any committee of the Board representative or agent thereof concerning any matter which could adversely affect the continuation in his/her office, position or employment or the salary or any increments pertaining thereto, then he/she shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Federation or of his/her choice present to advise him/her and represent him/her during such meeting or interview.

D. No Administrator shall be prevented from wearing pins or other identification of membership in the Federation or its affiliates.

E. No action shall be taken to change terms and conditions of employment without prior negotiations between the Board and the Federation.

F. Administrators shall have the right to leave their assigned work areas as per present Board policy subsequent to prior notification to the Superintendent's office. The practice concerning lunch periods shall remain unchanged.

G. Each building principal shall have the authority, subject to review and consultation with the appropriate Director or Assistant Superintendent, and after reviewing the same with all affected personnel, to schedule his/her staff as he/she deems proper in order to effect responsible building management in accordance with Board policy.

H. Administrators have a right to review their personnel file on their own time during the work day and may obtain one copy of any item in their file. The request to review must be made to the Office of Human Resources. If there is material in the personnel file which an administrator believes requires a response, within thirty (30) days of receipt by the administrator of the material and notification that the material is being placed in the administrator's personnel file, the administrator may submit such a response for placement in his/her file.

I. The Board shall establish one official personnel file for each administrator and this file shall be located in the Office of Human Resources within the Board of Education Administration Building.

J. The Board shall not maintain in the personnel file any documents relating to grievances and/or arbitrations.

## ARTICLE V

### FEDERATION'S RIGHTS

A. Upon written reasonable request, the Board agrees to make available to the Federation, information in its possession which it is required by law to release, pertaining to the Camden public school system.

B. Whenever any representative of the Federation or any Administrator participates during working hours in negotiations or grievance proceedings, he/she shall suffer no loss of pay.

C. The Federation may use school building facilities at all reasonable hours for meeting subject to reasonable rules and regulations which uniformly apply to the use of school facilities and subject to the approval of the School Business Administrator. Bulletin boards, Administrators' mailboxes and school mail shall be made available to the Federation.

D. No later than July 15 of each school year, the Superintendent shall deliver to the Federation and post in all school buildings, a list of the known vacancies which shall occur during the following year.

E. Normally the Federation and all individuals affected by transfers or reassignments shall be notified in writing by mail no later than August 16<sup>th</sup>, except in cases of emergencies or unusual circumstances.

F. One (1) copy of the current Teachers', Support, and Maintenance and Janitorial collective bargaining agreements shall be maintained in each building in the office of the Principal. One (1) copy of these three (3) contracts shall be provided to each Director, plus one (1) copy of each contract shall be available in each Assistant Superintendent's office. These contracts are to be considered the property of the office, rather than the person filling the office.

G. Up to five (5) days of paid leave per year shall be made available to individuals designated by the Federation for the performance of Federation business, provided that advance notice of such leave is given to the Superintendent of Schools.

H. The Superintendent shall present the calendar to the Federation, for its review and comments, prior to Board adoption. Prior to Board adoption, the Federation shall meet with the Superintendent to submit its recommendations for the calendar for the following year.

## ARTICLE VI

### TRANSFERS AND REASSIGNMENTS

A. Any changes in assignment shall be given immediately to the personnel involved and to the Federation. Any changes occurring after the closing of school shall be given at the earliest possible opportunity, in writing.

B. Administrators who wish to apply for transfer to any other location shall submit their request in writing to the Superintendent.

## ARTICLE VII

### PROTECTION OF ADMINISTRATORS

A. The Superintendent of Schools shall appoint a committee to study incidents of assault and accident involving Administrators which may be connected with their employment. They shall file a report with the Board of Education through the Superintendent on each such incident. Membership of this Committee shall be selected from names recommended to the Superintendent by the Federation, such recommendations to be submitted by July 1 of each year.

B. Administrators shall immediately report cases of assault or accident by them in connection with their employment to their Principal or other immediate supervisor. Such notification shall also be immediately forwarded to the Superintendent. The Federation may consult with the Superintendent, who shall comply with any reasonable request from the Federation for information in the possession of the Superintendent relating to the incident or person involved, subject to review by the Board Solicitor.

C. Joint committee of members appointed by the Superintendent and members appointed by the Federation shall review emergent and non-emergent health and safety conditions.

D. The Board of Education agrees to prosecute to the fullest extent permitted by law any person or group of persons involved in an assault against an Administrator or vandalism or theft of his/her property which such Administrator is in the performance of his/her duties.

E. Each school year, the Board of Education shall schedule an in-service in each building to deal with security and safety. Such in-service shall deal with specific responsibilities of both the Administration, building and central, and teachers in working towards a healthful and safe work place.

F. The Superintendent, or his/her designee, and one (1) representative of the Federation agree to meet to review and/or amend existing programs to aid maintain the safety of Administrators. The Superintendent has the discretion to call any such meeting.

ARTICLE VIII  
ADMINISTRATOR EVALUATION

Evaluation of Administrators shall be conducted in accordance with the following procedures:

A. Formal evaluations shall be conducted three (3) times a year for all non-tenured Administrators. (First prior to November 30<sup>th</sup>; second prior to February 28<sup>th</sup>; and final one prior to April 30<sup>th</sup>). If the formal evaluation is to include the use of documents or standards other than those referenced in Section E below, the administrator shall be provided with copies of such other documents and/or standards to be used in the evaluation process at least three (3) months prior to the date of the evaluation.

B. Tenured Administrators shall be formally evaluated twice a year, once before December 31<sup>st</sup> and the second evaluation prior to May 1<sup>st</sup>. If the formal evaluation is to include the use of documents or standards other than those referenced in Section E below, the administrator shall be provided with copies of such other documents and/or standards to be used in the evaluation process at least three (3) months prior to the date of the evaluation.

C. All tenured and non-tenured Directors and Principals shall be evaluated by the Superintendent and/or Assistant Superintendent to whom they report.

D. All other ten (10) and twelve (12) month tenured and non-tenured Administrators shall be evaluated by their designated superior.

E. Copies of the Individual Professional Improvement Plan (IPIP), Administrative Observation Form, and Administrative Annual Performance Report shall be given to the Administrator being evaluated immediately upon their completion.

F. It is recommended that the Individual Professional Improvement Plan be used in order that an effective dialogue can be held during the evaluation conference.

An evaluation conference shall be conducted by the evaluator with the Administrator no later than ten (10) work days from the evaluation, except if the Administrator and his/her supervisor agree to a later date.

G. When areas are identified as unsatisfactory, written suggestions shall be given to the Administrator and reasonable time shall be given to implement them. Follow-up conferences should be held.

H. Administrators will perform their duties in accordance with the requirements of Title 18A of the New Jersey statutes and the job description for their position.

ARTICLE IX  
ADMINISTRATION-FEDERATION LIAISON

The Superintendent shall meet with the Liaison Committee of the Federation upon request of either party. The agenda of such liaison meetings shall be mutually developed by the parties and when possible shall be provided in advance of the scheduled meeting.

ARTICLE X  
PROFESSIONAL GROWTH

A. Attendance at professional seminars, workshops, symposiums, etc. shall be considered a professional obligation.

B. Attendance at such meetings shall be determined by the Board upon recommendation of the Superintendent. Special requests by the Administrators for permission to attend any other such meetings shall be reviewed by the Superintendent and recommended, at his/her discretion, to the Board for approval.

C. Effective July 1, 2003, there shall be available the amount of \$25,000 per year for tuition reimbursement.

D. Administrators may apply for tuition reimbursement by submitting a written request to the Superintendent or his/her designee a minimum of one (1) month prior to the commencement of a course. The application for tuition reimbursement shall include all reasons for taking a course or courses. In order to be eligible for tuition reimbursement, any course must be directly related to an Administrator's duties.

E. Approval of courses shall be subject to the Superintendent or his/her designee. This decision shall be made no later than three (3) weeks after receipt of the written request for tuition reimbursement. At the time of approval, funds shall be encumbered for this individual. However, except as provided in Section J below, no administrator shall be entitled to be reimbursed in any year of the contract in an amount which exceeds the tuition cost for two(2) graduate level courses at the New Jersey State College rate. No funds shall be encumbered for any administrator in an amount which exceeds this level.

F. Tuition reimbursement shall be contingent on an Administrator receiving a grade of "B" or better, or its numerical equivalent, or "PASS" if the pass/fail system is used and the course is completed. The Administrator must submit an official transcript upon completion of the course(s).

G. An administrator who has satisfactorily completed an approved work related training course shall be eligible to receive educational credits subject to the same provisions applicable to other educational credits. This provision excludes workshops or in-services for which an administrator is compensated to attend. The decision as to whether a course is work related and if so the amount of credit to be given shall be subject to the Superintendent or his/her designee's determination.

H. At the end of each semester, upon the request of the Federation, the Board of Education will provide a list of administrators receiving tuition reimbursement and the amount each has received.

I. Any Administrator who receives tuition reimbursement shall remain in the School District for at least two (2) consecutive years after receipt of said monies. If an Administrator leaves the School District prior to the expiration of the two (2) year period, the tuition reimbursement monies received shall be prorated for the time actually worked and the monies for the time not yet worked shall be deducted from the employee's last paycheck. Any such recouped reimbursement monies shall be added to the amounts set forth in Section C for use by the bargaining unit.

J. Administrators seeking tuition reimbursement shall follow the existing practices for submitting applications for approval. If an application is denied solely because the total allocation for the year has been committed and no additional funds are available, the application shall be retained on file. In the event the total allocation for each year of the contract is not expended at the end of the year using the above formula, those administrators who applied for reimbursement but were not approved because of lack of funds shall be reimbursed, in order of the date of their application, until all funds are expended, upon submission of the appropriate documentation as required in Section F above. If available funds still remain, however, then the remaining funds shall be distributed in equal amounts not to exceed non-reimbursed tuition expenses, to any administrators who received tuition reimbursement for the year but whose actual documented and approved tuition costs exceed the reimbursable rate as set forth in Section E above.

#### ARTICLE XI

#### REDUCTION IN FORCE

A. Reduction in Force shall be governed by the provisions of the New Jersey Education Law, Title 18A, and by the applicable provisions of the New Jersey Administrative code, N.J.A.C. 6:3-1.10.

#### ARTICLE XII

#### WORK YEAR

A. The maximum number of required reporting days for ten (10) month Administrators shall not exceed one hundred ninety-three (193) days. The Maximum number of required reporting days for other Administrators shall not exceed two hundred seventeen (217) days.

B. 1. All twelve (12) month Administrators shall have the right to schedule their twenty-one (21) days vacation subject to approval by the Superintendent and additionally, shall not be required to report on legal holidays.

2. Vacation days are earned in one year for use in the following year. Vacation days shall not be accumulated and/or carried over beyond the year in which they are to be used. No vacation days may be taken during the last two weeks of August, or the first two weeks of September, or the last week of school in June. Vacations during the week before the last week of school in June may not exceed one day.

3. All twelve (12) month Administrators are entitled to vacation days earned during the last year of service and shall be paid for those earned but unused days at the time they leave employment.

C. All twelve (12) month Administrators, at their sole option, may elect to work on either or both of the days identified in the school calendar as "NJEA Convention Days." If an Administrator elects not to work on such days, the day(s) must be made up.

D. When there is a district wide early closing of school, all administrators shall be dismissed early regardless of their work place. The Superintendent shall determine the early closing time for administrators which decision shall not be grievable or arbitrable.

E. A principal shall have the option of requesting that any ten (10) month administrator work for a maximum of five (5) days in July or August at his/her pro-rated salary subject to the approval of the Superintendent.

### ARTICLE XIII

#### LEAVES

A. All Administrators shall be entitled to thirteen (13) days of sick leave as of the first official day of the school year, whether or not they report for duty on that day. Unused sick leave days shall accumulate from year to year with no maximum limit. Sick leave days earned in the last school year shall be prorated for an Administrator who resigns, retires and/or is terminated prior to the end of the school year. The value of any sick leave days used in the last school year which exceed the Administrator's earned and accumulated sick leave days shall be reimbursed to the Board through a payroll deduction in the Administrator's last pay check.

B. All administrators shall be entitled to two (2) personal leave days within each school year provided that a request is initiated. Said request shall be approved by the Superintendent and shall have been submitted at least five (5) work days prior to the day requested, except in extreme emergencies. A copy of the request shall be filed with the appropriate supervisor at the same time it is forwarded through the appropriate Assistant Superintendent to the Superintendent. Any personal leave day not utilized by an Administrator during the school year, at the end of the school year, shall be accumulated and added to the individual Administrator's sick leave accumulation. Administrators newly hired in the District after February 1 shall not be entitled to any personal days in their first year of employment. Administrators newly hired in the District before February 1 shall be entitled to use their personal days after they have worked ninety (90) days. Except in extreme emergency, personal leave shall not be granted from September 1 to September 15<sup>th</sup>, or in the month of June, or immediately prior to or immediately after any scheduled vacation period or school holiday.

C. Effective July 1, 1993, a Sick Leave Bank shall be established for the purpose of providing compensable leave coverage to bargaining unit employees who are absent for an extended period due to life threatening illness or injury. The Bank shall operate in accordance with the following rules and regulations:

1. The Sick bank shall become effective and be implemented July 1, 1993
2. An administrator may participate in the Sick Bank if he/she has donated a minimum of one (1) earned and accumulated sick day during an enrollment period prior to the employee's request to utilize the Sick Bank. Each year the enrollment period shall be March 1 through March 31 inclusive. Employee contributions shall be voluntary.

3. The Board shall add one (1) day to the Sick Bank for every four (4) days contributed by the administrators.

4. The Sick Bank shall be available only to those administrators who have: (a) exhausted all of their earned and accumulated leave time (ex. Vacation, sick, personal), and b) have been absent a minimum of thirty (30) consecutive workdays.

5. An administrator who is eligible to utilize the Sick Bank must submit a written request to do so to the Superintendent or his/her designee. The request shall outline the nature of the problem and the reason(s) for the requested use of the Bank and shall include medical verification of illness, injury or disability. Verification of continued disability may be required at reasonable intervals. The Board reserves the right to have the bargaining unit member examined by the medical personnel of its choice.

6. An administrator's use of the Sick Bank shall be subject to approval of the Board or its designee.

7. An administrator shall be entitled to no more than 150 Sick Bank days in a year (July - June).

8. Sick Leave Bank days cannot be extended automatically from one work year to another. Beginning the next year, an administrator who is unable to return to work must use his/her accumulated sick leave days before drawing upon the Sick Leave Bank.

9. The Board shall provide the Federation's President with the names of the persons requesting use of the Sick Bank and the number of sick days being requested. The Federation shall be provided an annual report on the disbursement of sick days by the Bank no later than August 1.

D. In the case of absence on account of death of a husband or wife, mother or father, son or daughter, brother or sister, a leave shall be granted with pay, for a period of up to five (5) consecutive work days, which shall commence no later than three (3) days after the date of death.

E. In the case of absence on account of death of a father-in-law, mother-in-law, grandparents, great-grandparents, or grandchild a leave shall be granted with pay for a period of up to three (3) consecutive working days which shall commence no later than three (3) days after the date of death. The use of other leave time (i.e. vacation) shall not extend the available funeral leave time under this provision.

F. One (1) day absence without loss of pay shall be allowed to attend the funeral of an aunt, uncle, niece, nephew, first cousin or any in-laws not covered under Section E, so long as the funeral occurs on a work day, Monday through Friday.

G. Administrators shall be allowed to attend the funeral of a co-worker or a student without loss of pay upon receiving such permission from the Superintendent.

H. Administrators receiving a college degree, or whose son, daughter, husband or wife is receiving a high school or college degree, may be allowed one (1) days absence to attend the graduation exercises without loss of salary.

I. All military service absence by Administrators of not more than ten (10) working days annually for temporary, short-term military service shall be treated as "Absence with Permission" requiring no refund, and shall not be counted as part of vacation days. Absence in excess of ten (10) working days shall require full refund.

Military leaves shall be granted without pay to the extent provided by federal or state law and with the rights of reinstatement provided by law.

J. Administrators married during the school year shall be granted up to five (5) work days of leave.

K. All requests for permission to be absent for reasons other than illness must be made in writing to the Superintendent and submitted for Board review and approval.

L. Administrators required to serve on jury duty shall be deemed to be on leave for the required period of attendance without loss of pay. Any monies received for jury duty shall be remitted to the Board.

M. A leave of absence without pay of up to one (1) year may be granted to any administrator who joins the Peace Corps, National Teachers Corps, or serves as an exchange teacher or overseas teacher, and is a full time participant in either of such programs, or accepts a Fulbright scholarship.

N. Military leave without pay shall be granted to any employee who is inducted or enlists in any branch of the armed forces of the United States for the period of said induction or initial enlistment. This shall not apply beyond one tour of enlistment.

O. Any administrator who becomes pregnant shall be entitled to use sick leave pursuant to Section A for pregnancy related illness and disability and/or to take unpaid maternity leave subject to the procedures set forth below:

1. Any administrator who becomes pregnant shall notify their immediate supervisor and the Superintendent in writing within three (3) months of pregnancy.

2. After the fifth month of pregnancy, the administrator shall furnish the immediate supervisor and Superintendent with a certificate from an obstetrician or gynecologist stating that she is physically capable of performing the duties of her position.

3. If the supervisor finds that the administrator's pregnancy interferes with the performance of her duties, he/she shall document such in writing and shall request a medical report from her obstetrician or gynecologist. The matter shall be referred to the board, along with all documentation, for their review and determination of the administrator's ability to continue to perform the duties of her position.

4. After childbirth, the administrator may return to work within six (6) weeks, unless the administrator submits a written report and/or documentation for her obstetrician or gynecologist stating that she is not medically fit to perform all the duties of her position. An administrator shall submit proof of the date of the birth of the child.

5. If the immediate supervisor finds that an administrator's condition after pregnancy interferes with the performance of her duties, he /she shall document such in writing and shall request a medical report from the administrator's obstetrician or gynecologist. The matter shall then be referred to the Board, with all documentation, for their review and determination of the administrator's ability to continue to work.

6. Administrators are entitled to use sick leave for pregnancy-related illness or disability upon submission of satisfactory proof and/or documentation of such illness or disability. This proof and/or documentation shall be subject to the approval of the Superintendent of his/her designee.

7. No administrator on maternity leave or on any other type of unpaid extended leave is entitled to the use of sick leave.

8. Maternity leave shall be granted to any administrator who becomes pregnant should such administrator fail to provide the medical certification required pursuant to Section O(2) above; or who is determined to be unable to perform her duties by reason of her pregnancy in accordance with Section O(3) above.

9. Maternity leave may be granted at any time during the pregnancy upon presentation of a certificate from an obstetrician or gynecologist stating that such a medical leave is vital to the administrator's health.

10. An administrator shall be permitted to return from maternity leave upon satisfying the certification requirements set forth in Section O(4) above, provided that no determination of unfitness is made in accordance with Section O(5) above.

11. An administrator who exhausts her sick leave for pregnancy-related illness or disability may, at that time be granted a maternity leave.

12. Administrators who are absent for more than five (5) consecutive days must file a medical certificate stating the nature of the illness.

P. A leave of absence without pay for up to one (1) year may be granted for the purpose of caring for a sick member of an administrator's immediate family. Additional leave may be granted at the discretion of the Board of Education.

Q. The Board may grant a leave of absence without pay to any administrator to serve in public office.

R. Administrators shall be entitled to all the benefits of the Federal and State Family Medical Leave Acts.

S. Other leaves of absence without pay may be granted by the Board.

T. Upon return from leave granted pursuant to Sections O, P, Q, and R only, an administrator shall be considered as if actively employed by the Board during the leave provided, however, that time spent on such leave shall not count or accrue toward the fulfillment of the time requirements for acquiring increment or experience credit and/or tenure unless specific laws require otherwise. Applications for leave are subject to the approval of the Superintendent and the Board of Education. This provision shall be applied consistent with applicable statute and/or regulation.

All benefits to which an administrator was entitled at the time the leave of absence commenced, including unused accumulated sick leave, shall be restored upon return, and the administrator shall be returned to the same position which was held at the time said leave commenced, if available.

U. All requests for extensions or renewals of leaves shall be applied for in writing and the Board shall notify the administrator in writing of the decision within two (2) weeks of receipt of the request.

V. Administrators granted an extended leave of absence shall be notified by a written letter from the Board of their option to continue insurance after the second month of leave at the administrator's expense, except as provided otherwise by law. This provision does not apply to administrators on suspension.

## ARTICLE XIV

### INSURANCE

A. For the duration of the Agreement, the Board will continue to assume the cost of one hundred (100%) percent of individual employee and dependent coverage, where appropriate, in the New Jersey School and State Employees Health Benefits Program (Blue Cross-Blue Shield, Rider J and Major Medical Coverage).

B. For the duration of this Agreement, the Board of Education will continue to assume one hundred (100%) of the individual employee and dependent coverage, where appropriate for the prescription drug insurance program. Effective July 1, 2001, the co-pay shall be \$5.00 for generic drugs and \$10.00 for non-generic drugs. Effective July 1, 2005, the co-pay shall be \$6.00 for generic drugs and \$12.00 for non-generic drugs.

C. The Board of Education shall continue to provide family dental coverage at a cost no to exceed One Hundred Twenty five (\$125.00) Dollars per annum. There shall be no cost to the employee. The carrier for the dental program will be selected by the Board of Education in its discretion after consultation with the Federation.

D. The Board shall provide optical insurance coverage for the employee and his/her family.

E. Any and all premium increase levied by the carriers during the life of the Agreement, for the insurance provided for in Sections A and B shall be borne by the Board. Premiums for insurance described in this Article, Sections A, B, C and D, which are in effect on the last day of the term of this Agreement, shall constitute the Board's future premium liability, unless and/or until an increase thereof is negotiated during the course of the contract negotiations for a successor to the 2003-2006 Agreement.

F. Effective July 1, 1998, if two (2) spouses (husband and wife) are employees, and one (1) of them voluntarily agrees not to take any of the above insurance (health, if permitted; prescription; dental; and/or optical) that employee shall be paid one-half (1/2) of the annual premium for that insurance for the year not taken. The payment shall be made in two (2) payments, in December and June. The employee must remain an active employee for the year to be entitled to this payment. If the status of the employee changes, he/she may return to the coverage provided for in this Article. The Board of Education shall establish a Section 125 Plan.

## ARTICLE XV

### COMPENSATION

#### A. Salaries

1. The salaries for the following positions are set forth in the Salary Guides, attached hereto and made a part hereof. Guide A: Chief Attendance Office, chief of Security, Operations Officer, Supervisor of Plant Services and Technician Manager; Guide B: Operations Specialist (Food Services), Nurse Practitioner, Technology Systems Specialist, Technology System Specialist for Special Services, District Construction Manager, Supervisor, Grants management and Development, and Director of Buildings and Grounds and Director of Abbott Facilities Construction; Guide C: Vice-Principal, 10 Months; Guide E: Vice-Principal, EL/MS (12 Months); Guide F: Vice-Principal, HS (12 Month);

Guide G: Project Manager, Athletic Director, Supervisor (except Supervisor, Grants Management and Development); Guide H: Elementary Principal; Guide I: Middle School and K-8 Family School Principal; Guide J: Director; Guide K: High School Principal; Guide L: District Architect, Network Engineer (Previously "Non-Educational Specialist") and Educational Program Supervisor Specialist; Guide M: Network Specialist. No Administrator shall be paid a salary beyond the maximum established on his/her salary guide.

2. In addition to the salaries listed in the salary guides, those Administrators with degrees shall receive the following amount: MA + 15 = \$1,000.; MA + 30 = \$1000; and DR = \$1,000. These stipends are cumulative.

B. Adjustments

1. Any person new to the district who is appointed to a position covered by this contract shall be placed on the contractual salary guides and paid the applicable contractual salary for that position and step.

2. The hiring rate for any current ten (10) month district employee who is appointed from a non-unit position to a twelve (12) month position covered by this contract shall be calculated by first adjusting his/her salary by adding 20% to his/her ten (10) month base salary (the 20% increase is reflective of the additional two (2) months work time). In addition, the employee shall receive a promotional adjustment of a minimum of \$2,500 to be added to his/her base salary and then shall be placed at a step on the guide for the new position which is closest to, but not less than, the newly computed salary. In no case, however, shall the hiring salary exceed the maximum established on his/her salary guide.

3. The hiring rate for any current ten (10) month district employee who is appointed from a non-unit position to a ten (10) month position covered by this contract shall be calculated by adding a promotional adjustment of a minimum of \$2,500 to his/her base salary and then placing the employee at a step on the guide for the new position that is closest to, but not less than, the newly computed salary. In no case, however shall the hiring salary exceed the maximum established on his/her salary guide.

4. Any person in a twelve (12) month position who changes positions within the bargaining unit to another twelve (12) month position shall be paid in the new position at the same step on the salary guide applicable to the employee's prior position so long as this does not result in a salary increase of more than ten thousand dollars (\$10,000.00). If maintaining the same step on the guide for the new position will result in a salary increase of more than ten thousand dollars (\$10,000.00), then the employee shall be placed at a step on the guide applicable to the new position which is closest to, but does not result in a salary increase of more than ten thousand dollars (\$10,000.00).

5. Any current bargaining unit employee in a ten (10) month position who moves to a twelve (12) month position within the bargaining unit shall be paid in the new position at the same step on the salary guide applicable to the employee's prior position so long as this does not result in an actual salary increase of more than ten thousand dollars (\$10,000.00). If maintaining the same step on the guide for the new position will result in an actual salary increase of more than ten thousand dollars (\$10,000.00), then the employee shall be placed at a step on the guide applicable to the new position which is closest to, but does not result in a salary increase of more than ten thousand dollars (\$10,000). In calculating the amount of the actual salary increase, the amount attributable solely to the change from a ten (10) month to a twelve (12) month position (20% of the prior position's salary) shall be deducted and shall not be considered to be part of the salary increase.

C. 1. Administrators retiring from the Camden schools shall be paid One Hundred (\$100.00) Dollars per day for each unused sick leave day accumulated at the time of retirement. If an Administrator dies, his/her estate shall receive the value of the accumulated sick days.

2. There shall be no limit on the value of accumulated sick days for administrators who were hired by the District prior to September 1, 1987. There shall be a cap of \$15,000 on the value of accumulated sick days for administrators who were hired by the District September 1, 1987 or thereafter.

3. The Board shall offer to all administrators wishing to retire, the same sick leave program offered to all other employees of the Board, under the same terms and conditions applicable thereto.

D. Administrators assigned in an acting capacity to a higher ranking position by formal action of the Board of Education shall be compensated during the term of such assignment at the rate of pay provided for the higher ranking position. This provision shall be effective only after the administrator has worked for five (5) consecutive work days in an acting capacity, and shall be paid from the sixth (6<sup>th</sup>) work day forward. The appropriate pay level in each case shall be determined in accordance with the promotional provisions of this Article, Paragraph B.

E. In addition to those taxes already being deducted, the Board will implement the deductions for city wage tax and state taxed for residents of Philadelphia, Pennsylvania, and Delaware. This shall be at no cost to the Board.

F. The Board agrees to make available a payroll deduction to the South Jersey Federal Credit Union. This shall be at no cost to the Board.

G. The Board agrees to make available electronic direct deposit of employees' paychecks, provided the employees individually authorize the Board to do so. The Board shall have the discretion to select the originating bank in which it will directly deposit the paychecks of participating employees. It shall be the employee's responsibility to notify the bank with any instructions regarding the money deposited by the Board. This shall be at no cost to the Board.

H. Compensation for working after school and /or weekend and/or summer school program shall be at the following hourly rates:

Directors;	\$42.00
Supervisors, except Supervisor, Grants Management and Development; Athletic Director; Project Managers	\$36.00
Principal;	\$38.00
Vice Principals	\$33.00
District Architect	\$34.00
Educational Program Supervisor Specialist (12 Months) Operations Specialist (Food Services) Nurse Practitioner; Supervisor, Grants Management And Development; Technology Systems Specialist; Technology Systems Specialist for Special Services; Network Engineer; Network Specialist	\$32.00
Chief Attendance Officer; Chief of Security Operation Officer; Supervisor of Plant Services; Technicians Manager	\$31.00

I. Administrators who have been employed as an administrator in the Camden City Schools shall receive additional payments during each of the school years based on the following formula:

<u>Years of Completed Service as an Administrator</u>	<u>Additional Payment</u>
5- 10 years	\$800
11-15 years	\$1,300
16-20 years	\$1,800
21 years	\$2,300

These additional payments shall be considered salary for the purposes of pension and related calculations but shall not be added to an administrator's base salary as set forth on the salary guides. For purposes of calculating years of completed service as an Administrator, a September 1 date shall be utilized for all bargaining unit employees.

J. Administrators who are required by the Superintendent to attend workshops or in-service beyond the normal work day shall be paid \$25.00 per hour beginning July 1, 2000.

## ARTICLE XVI

### AGENCY SHOP

A. 1. The Federation will submit to the Board, prior to November 1, a list of those employees who have not become members of the Federation for the then current membership year. The Board will deduct from the salaries of such employees the amount of the representation fee, which shall be an amount equal to 85% of those dues certified by the Federation, and promptly transmit the amount so deducted to the Federation.

2. If an employee who is required to pay a representation fee terminates his/her employment with the Board before the Federation has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to such employee during the membership year in question.

3. Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Federation will be the same as those used for the deduction and transmission of regular membership dues to the Federation.

4. On or about the last day of each month, after November 1, the Board will submit to the Federation a list of all employees who began their employment in the bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

ARTICLE XVII  
MISCELLANEOUS PROVISIONS

A. Administrators required to use their automobiles for out-of-district travel for school district business beyond the 36 mile radius established by Board policy shall be compensated for such mileage at the Internal Revenue Service rate. District business travel within the thirty-six (36) mile radius shall also be compensated at the Internal Revenue Service rate, but the total annual mileage reimbursement shall not exceed Six Hundred Fifty (\$650.00) Dollars.

B. Non-tenured Administrators or supervisory personnel will be notified of their contract and salary status by May 15.

C. Twelve (12) month and ten (10) month Administrators shall receive an annual longevity payment of Two Hundred (\$200.00) Dollars upon completion of fifteen (15) years of service in the District.

ARTICLE XVIII

COMMITTEES

A. The Board agrees to establish a Curriculum Steering Committee. The Federation shall select the representatives from its bargaining unit to serve on the committee.

B. The President of the Federation shall submit to the Superintendent recommendations of representatives for any other committees established by the Superintendent which include Federation representatives. The Superintendent may accept or reject these recommendations. The Superintendent shall inform the President of the Federation of the establishment of such committees.

ARTICLE XIX

EMPLOYEE ASSISTANCE PROGRAM

The Board of Education shall continue to provide an Employee Assistance Program.

ARTICLE XX  
PARTIES' ADDRESS

- A. This Agreement shall be presented to all Administrators newly employed and hereafter employed.
- B. Whenever any notice is required to be given by either of the parties to this Agreement, the same shall be given at the following addresses:

1. Board of Education  
201 N. Front Street  
Camden, NJ 08102  
Attention: Board Secretary

2. Camden City Federation of School Administrators

Claudia Cream, President  
1227 Kenwood Ave.  
Camden, NJ 08103

ARTICLE XXI

DURATION OF AGREEMENT

- A. The provisions of this Agreement shall be effective July 1, 2002 except as herein provided, and shall remain in full force and effect to and including June 30, 2006, when it shall expire, unless an extension is agreed to by both parties and expressed in writing prior to such date.
- B. In witness whereof, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested by the respective Secretaries and their corporate seals to be placed thereon, on day of \_\_\_\_\_, 2005.

**CAMDEN BOARD  
OF EDUCATION**

**CAMDEN CITY FEDERATION  
OF SCHOOL ADMINISTRATORS**

**Phillip E. Freeman, President**

**Claudia Cream, President**

**ATTEST**

**ATTEST**

**Lee Brockington,  
School Business Administrator**

**Secretary**

## SALARY GUIDES

### Movement Across the Guides

Step	Move to	move to	move to
2002-2003	2003-2004	2004-2005	2005-2006
1	1	1	1
2	2	2	1
3	3	3	1
4	4	4	1
5	5	5	1
6	6	6	1
7	7	7	2
8	8	8	3
9	9	9	4
10	10	10	5
11	11	11	6
12	12	12	7
13	13	13	7
14	14	14	7
15	15	15	7

# GUIDE A

Chief Attendance Officer; Chief of Security; Operations Officer, Supervisor of Plant Services;  
Technician Manager

2002-2003	
Step	
1	37,178
2	37,800
3	38,472
4	39,179
5	39,966
6	40,853
7	41,676
8	42,760
9	44,028
10	48,140
11	52,252
12	56,363
13	60,475
14	64,587
15	72,811

2003-2004	
Step	
1	41,168
2	41,583
3	42,031
4	42,502
5	43,027
6	43,618
7	45,888
8	48,333
9	50,899
10	55,362
11	59,825
12	64,287
13	67,028
14	69,770
15	75,252

2004-2005	
Step	
1	45,159
2	45,366
3	45,590
4	45,826
5	46,088
6	46,384
7	50,101
8	53,905
9	57,771
10	62,584
11	67,389
12	72,211
13	73,582
14	74,952
15	77,694

2005-2006	
Step	
1	49,149
2	54,313
3	59,478
4	64,642
5	69,806
6	74,971
7	80,135

## GUIDE B

Operations specialist (Food Service); Nurse Practitioner; Technology Systems Specialist; Technology Systems Specialist for Special Services; Supervisor; Grants Management and Development; Director of Buildings and Grounds and Director of Abbott Facilities Construction

2002-2003	
Step	
1	47,039
2	47,839
3	48,689
4	49,582
5	50,579
6	51,701
7	52,742
8	54,116
9	55,565
10	60,078
11	67,725
12	69,104
13	73,617
14	78,129
15	87,155

2003-2004	
Step	
1	57,259
2	57,793
3	58,359
4	58,955
5	59,619
6	60,367
7	62,073
8	64,001
9	65,979
10	70,000
11	76,110
12	78,043
13	81,051
14	84,059
15	90,077

2004-2005	
Step	
1	67,480
2	67,746
3	68,030
4	68,327
5	68,660
6	69,034
7	71,405
8	73,887
9	76,394
10	79,922
11	84,495
12	86,981
13	88,486
14	89,990
15	92,998

2005-2006	
Step	
1	77,700
2	80,736
3	83,772
4	86,808
5	89,844
6	92,880
7	95,920

# GUIDE C

Vice-Principal (10 Month)

(12 Month)

2002-2003	
Step	
1	41,932
2	42,732
3	43,588
4	44,390
5	45,445
6	46,447
7	47,376
8	48,601
9	52,092
10	56,585
11	59,076
12	62,568
13	66,061
14	69,552
15	76,536

2003-2004	
Step	
1	43,987
2	44,826
3	45,409
4	46,565
5	47,672
6	48,723
7	49,697
8	50,982
9	54,645
10	59,358
11	61,971
12	65,634
13	69,298
14	72,960
15	80,286

2004-2005	
Step	
1	74,342
2	74,575
3	74,891
4	75,223
5	75,594
6	76,011
7	78,372
8	80,856
9	83,368
10	86,848
11	90,328
12	93,809
13	95,314
14	96,820
15	99,832

2005-2006	
Step	
1	85,200
2	88,161
3	91,122
4	94,083
5	97,044
6	100,005
7	102,968

# GUIDE E

## Vice Principals , Elementary and Middle School

2002-2003	
Step	
1	52,625
2	53,325
3	54,273
4	55,270
5	56,381
6	57,632
7	58,793
8	60,323
9	61,938
10	66,456
11	70,973
12	75,490
13	80,007
14	84,525
15	93,559

2003-2004	
Step	
1	63,483
2	63,950
3	64,582
4	65,247
5	65,987
6	66,821
7	68,582
8	70,589
9	72,653
10	76,652
11	80,650
12	84,649
13	87,661
14	90,673
15	96,695

2004-2005	
Step	
1	74,342
2	74,575
3	74,891
4	75,223
5	75,574
6	76,011
7	78,372
8	80,856
9	83,368
10	86,848
11	90,328
12	93,809
13	95,314
14	96,820
15	99,832

2005-2006	
Step	
1	85,200
2	88,161
3	91,122
4	94,083
5	97,044
6	100,005
7	102,968

# GUIDE F

Vice Principal, High School

2002-2003	
Step	
1	53,554
2	55,192
3	56,172
4	57,204
5	58,354
6	59,650
7	60,850
8	62,436
9	64,106
10	65,483
11	70,527
12	75,570
13	80,614
14	85,658
15	95,745

2003-2004	
Step	
1	64,936
2	66,028
3	66,681
4	67,369
5	68,136
6	69,000
7	70,782
8	72,821
9	74,916
10	76,815
11	81,160
12	85,505
13	88,867
14	92,230
15	98,955

2004-2005	
Step	
1	76,318
2	76,864
3	77,191
4	77,535
5	77,918
6	78,350
7	80,713
8	83,205
9	85,725
10	88,148
11	91,792
12	95,439
13	97,121
14	98,802
15	102,164

2005-2006	
Step	
1	87,700
2	90,645
3	93,590
4	96,535
5	99,480
6	102,374
7	105,374

# GUIDE G

Supervisor (except Supervisor, Grants Management and Development); Project Manager;  
Athletic Director.

2002-2003	
Step	
1	53,714
2	55,316
3	56,299
4	57,333
5	58,486
6	59,783
7	60,987
8	62,577
9	64,251
10	65,961
11	71,342
12	76,723
13	82,104
14	87,484
15	98,245

2003-2004	
Step	
1	65,876
2	66,944
3	67,599
4	68,289
5	69,057
6	69,922
7	71,720
8	73,776
9	75,888
10	78,023
11	82,606
12	87,191
13	90,778
14	94,365
15	101,539

2004-2005	
Step	
1	78,038
2	78,572
3	78,900
4	79,244
5	79,629
6	80,061
7	82,454
8	84,975
9	87,524
10	90,086
11	93,871
12	97,658
13	99,452
14	101,245
15	104,832

2005-	2006
Step	
1	90,200
2	93,187
3	96,174
4	99,161
5	102,148
6	105,135
7	108,126

# GUIDE H

## Elementary Principals

2002-2003	
Step	
1	55,607
2	57,307
3	58,326
4	59,396
5	60,589
6	61,934
7	63,182
8	64,828
9	66,563
10	68,383
11	74,117
12	79,632
13	85,256
14	90,882
15	102,131

2003-2004	
Step	
1	67,971
2	68,483
3	69,151
4	69,853
5	70,636
6	71,518
7	73,430
8	75,553
9	80,150
10	84,747
11	87,343
12	90,555
13	94,305
14	98,055
15	105,555

2004-2005	
Step	
1	80,336
2	80,591
3	80,925
4	81,277
5	81,668
6	82,109
7	84,707
8	87,410
9	91,349
10	95,289
11	98,229
12	101,479
13	103,353
14	105,229
15	108,978

2005-2006	
Step	
1	92,700
2	95,983
3	99,266
4	102,549
5	105,832
6	109,115
7	112,402

# GUIDE I

## Middle School and K-8 Family School Principals

2002-2003	
Step	
1	57,659
2	59,422
3	60,478
4	61,589
5	62,825
6	64,220
7	65,513
8	67,221
9	69,019
10	70,716
11	76,365
12	82,014
13	87,663
14	93,311
15	104,610

2003-2004	
Step	
1	70,173
2	70,703
3	71,396
4	72,125
5	72,935
6	73,850
7	75,805
8	77,979
9	82,596
10	84,895
11	88,179
12	96,450
13	99,961
14	100,584
15	108,116

2004-2005	
Step	
1	82,686
2	82,952
3	83,298
4	83,662
5	84,068
6	84,525
7	87,163
8	89,910
9	93,880
10	96,689
11	99,992
12	105,790
13	107,545
14	107,856
15	111,623

2005-2006	
Step	
1	95,200
2	98,521
3	101,842
4	105,163
5	108,484
6	111,805
7	115,129

GUIDE J

Directors ( except Director of Buildings and Grounds);

2002-2003	
Step	
1	59,832
2	61,661
3	62,757
4	63,909
5	65,193
6	66,641
7	67,981
8	69,754
9	71,620
10	73,187
11	78,861
12	84,535
13	90,210
14	95,884
15	107,233

2003-2004	
step	
1	72,455
2	73,674
3	74,405
4	75,173
5	76,029
6	76,994
7	79,016
8	81,327
9	83,699
10	85,873
11	90,784
12	95,696
13	99,479
14	103,262
15	110,828

2004-2005	
step	
1	85,077
2	85,687
3	86,052
4	86,436
5	86,864
6	87,347
7	90,051
8	92,899
9	95,779
10	98,558
11	102,707
12	106,856
13	108,748
14	110,639
15	114,422

2005-2006	
step	
1	97,700
2	101,086
3	104,472
4	107,858
5	111,244
6	114,630
7	118,017

# GUIDE K

## High School Principals

2002-2003	
Step	
1	59,832
2	61,661
3	62,757
4	63,909
5	65,193
6	66,641
7	67,981
8	69,754
9	71,620
10	73,187
11	78,861
12	84,535
13	90,210
14	95,884
15	107,233

2003-2004	
Step	
1	72,455
2	73,674
3	74,405
4	75,173
5	76,029
6	76,994
7	79,016
8	81,327
9	83,699
10	85,873
11	90,784
12	95,696
13	99,479
14	103,262
15	110,828

2004-2005	
Step	
1	85,077
2	85,687
3	86,052
4	86,436
5	86,864
6	87,347
7	90,051
8	92,899
9	95,779
10	98,558
11	102,707
12	106,856
13	108,748
14	110,639
15	114,422

2005-2006	
Step	
1	97,700
2	101,086
3	104,472
4	107,858
5	111,244
6	114,630
7	118,017

# GUIDE L

Educational Program Supervisor Specialist, Network Engineer, District Architect

2002-2003	
Step	
1	51,531
2	53,106
3	54,601
4	57,480
5	60,359
6	63,237
7	66,116
8	69,091
9	72,099
10	75,107
11	78,116
12	81,123
13	84,132
14	87,140
15	93,157

2003-2004	
Step	
1	61,921
2	62,971
3	63,967
4	65,887
5	67,806
6	69,725
7	72,745
8	75,830
9	78,937
10	82,043
11	85,151
12	88,257
13	90,263
14	92,268
15	96,280

2004-2005	
Step	
1	72,310
2	72,835
3	73,334
4	74,293
5	75,253
6	76,212
7	79,375
8	82,569
9	85,774
10	88,980
11	92,185
12	95,391
13	96,394
14	97,397
15	99,402

2005-2006	
Step	
1	82,700
2	86,004
3	89,308
4	92,612
5	95,916
6	99,220
7	102,525

# GUIDE M

## Network Specialist

2002-2003	
Step	
1	48,084
2	48,884
3	51,497
4	54,109
5	56,722
6	59,334
7	61,947
8	64,559
9	67,172
10	69,784
11	72,853
12	75,922
13	78,992
14	82,061
15	88,200

2003-2004	
Step	
1	58,789
2	59,323
3	61,065
4	62,806
5	64,548
6	66,289
7	68,968
8	71,647
9	74,326
10	77,004
11	81,010
12	82,971
13	85,018
14	87,064
15	91,157

2004-2005	
Step	
1	69,495
2	69,761
3	70,632
4	71,503
5	72,374
6	73,245
7	75,990
8	78,734
9	81,479
10	84,224
11	89,167
12	90,021
13	91,044
14	92,067
15	94,113

2005-2006	
Step	
1	80,200
2	83,011
3	85,822
4	88,633
5	91,444
6	94,255
7	97,070